



iowa commission on the status of women

Iowa's Commitment to Women...

2009 Annual Report

A Division of the Iowa Department of Human Rights

February 1, 2009

The Honorable Chester J. Culver
The Honorable Patty Judge
Members of the 83rd General Assembly
State Capitol Building
Des Moines, IA 50319

Dear Governor Culver, Lieutenant Governor Judge, and Members of the 83rd General Assembly:

The Iowa Commission on the Status of Women had an exciting and productive year in 2008. We are proud of our achievements and are pleased to share with you our agency's 37th Annual Report. Though budget times are tougher across state government, we are confident that the Commission is strongly poised to broaden its impact on systems that touch the lives of women and girls in Iowa.

You may recall that our previous Annual Reports have been significantly longer. Out of respect for your limited time, we have shortened the Report considerably and have included an Executive Summary. The report includes ICSW activities that occurred during the calendar year 2008. Fiscal information included is for the State Fiscal Year 08.

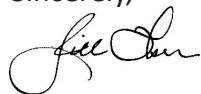
Though the Report reviews the activities of 2008, we made a strong attempt to ensure this document is also forward-looking. We hope that the information included will give you a clear picture of the ICSW's newly adopted mission and strategic goals, and that, in line with our agency's new vision, it may spark your ideas for how ICSW can be more involved in growing Iowa's opportunities.

If you are interested in more information, please call or write the ICSW at 515/281-4461 or women@iowa.gov, go to our website at www.women.iowa.gov, or stop by the Commission office in the Lucas Building, and we will be happy to discuss them with you.

This year the Commission officially adopted a new motto: "Iowa's Commitment to Women." That Commitment is possible because of each of you. On behalf of our Commissioners and the staff, I thank Governor Culver, Lt. Governor Judge, and Members of the General Assembly for your commitment to women by funding our Commission and passing legislation that helps Iowa women.

We look forward to working with you in 2009.

Sincerely,



Dr. Jill Olsen
Chairperson

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Executive Summary

The Iowa Commission on the Status of Women (ICSW) is a state agency with a mission to champion the success and wellbeing of women and girls through responsive advocacy. With the commitment of nine citizen Commissioners from around the state, our vision is to grow Iowa's opportunities so that every woman and girl can reach her full potential. With the core function of advocacy, the overarching service, product, or activity is to ensure a policy climate that improves the lives of women and girls in Iowa. We collaborate with other Commissions and Divisions under the umbrella agency of the Iowa Department of Human Rights to reach these results, utilizing three full-time staff of our own and a federally-funded juvenile justice specialist.

In 2008, the ICSW continued significant changes begun the previous year when both senior staff members retired and were replaced, including the appointment of a new Division Administrator, Rachel Scott, in August 2007. Five of the nine Commissioners completed their service to the Commission in 2008, and five new Commissioners were appointed by the Governor in April 2008.

For the entire year, a new focus was to raise awareness within state government about the value of women and girls and to educate policymakers about ways they could more successfully serve women. The Commission voted to change its long-standing approach to advocacy, which had primarily been to monitor high numbers of policy recommendations. Instead, the Commission selected eleven priorities upon which to take more concerted lobbying efforts in 2008. For the 2009 session, only four legislative priorities were selected.

Chief among priorities for the "new" ICSW was developing a 2008-2011 Strategic Plan that would leverage limited staff and funding resources to achieve the greatest possible results for women and girls. In August 2008, the ICSW and staff developed and adopted a plan that included a new mission and vision (in bold above) and centered on three strategic goals:

1. Girls in Iowa are safe, healthy, and prepared for success.
2. Women, girls and their allies are fully engaged with the ICSW vision.
3. Systems are in place to support and challenge women to reach their full potential and enhance Iowa's future.

Other notable achievements for 2008 included changes in public outreach strategies, success in collaborating with other state agencies, increased recognition for the agency among policy makers and other stakeholders, and modernization of agency administrative functions. ICSW launched a newly designed website in 2008 with increased resources and tools for women and girls and four radio public service announcements to let the public know about it. ICSW has been more widely recognized as a valuable resource and partner by executive and legislative leaders and is often consulted by other state agencies, community colleges and universities, and private sector organizations. To go along with its new strategic plan, ICSW has developed more accurate and results-oriented performance measures, drafted updated Code and Rules language, and invested in an overhaul of its decades-old database.

Future challenges include competing for scarce funding in difficult budgetary times, initiating work to support the success and wellbeing of girls, demonstrating annual quantitative results for an agency whose core function of advocacy relies on often incremental changes to others' behavior, and serving a constituency of more than 1.5 million Iowans with few staff. However, the future is bright; ICSW believes that, in state policy circles, women and girls are more and more seen as the critical asset to Iowa they are.

A New Strategic Plan

An initial Planning Session was conducted by a smaller committee of the entire Iowa Commission on the Status of Women (ICSW), who was charged by the full Commission to develop a draft strategic plan, utilizing the preliminary input of all Commissioners, ex officio members, and staff. After two rounds of input from these stakeholders, the final 2008-2011 ICSW Strategic Plan was adopted by the Commission on August 23, 2008. The Executive Summary of the Plan follows here, and the full plan with action steps, performance measures, and other planning considerations is available by contacting the ICSW at women@iowa.gov or 515-281-4461. Resultant Code and Rules changes will be set forth by the agency and/or the Department of Human Rights in the 2009 General Assembly.

Three strategic differences from previous plans are notable¹. First, the ICSW felt it was important to include, for the first time in its history, girls as a priority; currently, no other state agency has the overall success and wellbeing of girls within its purview. Next, ICSW wanted to strengthen its role as a statewide convener of women's organizations and individuals to bring about its broader vision of success for girls and women. Last, with limited resources, ICSW chose to de-emphasize Commission-based "programs and services" for women, and instead focus on policies that would lessen the need for specific programs as the strengths and needs of women are better addressed throughout state government².

Our Mission

Through responsive advocacy, the Iowa Commission on the Status of Women (ICSW) champions the success and well-being of women and girls in Iowa.

Our Vision

Growing Iowa's opportunities so every woman and girl can reach her full potential.

Our Motto

"Iowa's Commitment to Women"

2008-2011 Strategic Goals

1. Girls in Iowa are safe, healthy, and prepared for success.
 - a. Gender-responsive, research-based policies and practices in Iowa
 - b. Girls' participation in education and training that prepares them for the future
2. Women, girls and their allies are fully engaged with the ICSW vision.
 - a. Sustainable funding to support ICSW's mission and vision
 - c. Support for ICSW through strategic alliances
 - d. Increased women's leadership in state and local communities
 - e. Public awareness and support for ICSW vision

¹ Previous to August 2008, the vision of the ICSW for FY08 was "full participation by women in the economic, political and social life of the state." Its mission was "to promote equality for Iowa women through study and recommendations for legislative and administrative action, public information and education, and development of programs and services," and these were also its three strategic goals.

² In December 2008, pursuant to the new plan, the Commission voted unanimously to discontinue the Iowans in Transition program, which provides small grants to displaced homemakers, single parents and female ex-offenders. Having suffered successive budget cuts over a period of years, Iowans in Transition served 1,447 in FY08 with a budget of \$92,000. The Commission is proposing during the 2009 session that \$75,000 of those funds be repurposed to create a full-time policy position at ICSW.

3. Systems are in place to support and challenge women to reach their full potential and enhance Iowa's future.
 - a. Reduction in the wage gap
 - b. Expansion of flexible work environments and work supports
 - c. Increased safety and wellbeing of women
 - d. Increased gender responsiveness of state government

Legislative Advocacy

2009 Policy Agenda for the Iowa Commission on the Status of Women

1. *Enhance protections for equal pay.*

Current equal pay protections have been threatened by the 2007 Ledbetter decision of the US Supreme Court, which found that a person filing a pay discrimination complaint was entitled to no redress if they file more than 180 days after the discriminatory action, even if it was not discovered until years later. Because many private employers have policies against discussing wages, this creates an unfair advantage for employers who discriminate. Iowa ranks 37th among all states for gender wage equity. On average, Iowa women earn 62% of what men in their same industry earn.

ICSW has pre-filed a bill that would amend the Iowa Civil Rights Code to explicitly make it illegal to discriminate in pay based on gender, race, national origin, disability, or sexual orientation; clarify the discovery rule for cause of action; enhance penalties for discrimination; and emphasize current protections against retaliation. Basic assurance of equal pay for equal work is the bedrock of all other efforts to increase wage equity.

2. *Provide sustainable funding for domestic violence and sexual assault centers across the state.*

Victim services for domestic violence and sexual assault in Iowa have suffered from successive cuts and unreliable funding sources at the federal and state levels. Without a state appropriation of \$4 million, critical victim services, such as child advocacy, will be available to fewer Iowans. Additionally, centers will be forced to lengthen waiting lists to assist victims, and those in rural areas will face a greater likelihood of closing their doors. In some parts of the state, victims must already travel across up to five counties to access services. Local prevention and victim services are a crucial part of Iowa's infrastructure. Iowa must make a commitment to fund services, and not leave victims (22,317 served in FY07) with nowhere to turn.

3. *Extend gender balance requirement on boards and commissions to political subdivisions of the state.*

Iowa already benefits from gender balance in all statewide Board and Commission memberships. Local communities would benefit by ensuring women and men have equal opportunities to effect local decision making by extending that requirement to political subdivisions. A review of Iowa's locally appointed boards and commissions regarded as having real influence, especially economic, would now find that most are not gender balanced.

Cities and counties can on their own adopt gender balance as a local priority, but hardly any have done so. Fewer women serving on local boards and commissions (outside of "traditionally

female” areas, like libraries) means fewer women have opportunities to raise their public profiles or to build public management skills, such as budget administration. Communities miss out on developing new leaders, and women are less likely to enter the “leadership pipeline” to prepare for holding higher office. Research tells us that women tend to serve or run for office when they are asked to, rather than step forward uninvited. With women in Iowa having higher educational attainment than men overall, seeking higher numbers of women for boards and commissions may be the best way to attract qualified candidates.

4. *Support policy and research to assist low-income women entering skill shortage areas.*

Iowa faces a significant skill shortage, based more on lack of specific skills than on decreasing population. Women currently make up less than 25% of workers in identified skill shortage industries, and that includes large numbers in administrative support positions. Current efforts to recruit women into the state’s high-wage, high-growth careers are minimal; in fact, women now make up less than 3% of Iowa’s registered apprentices. Specific efforts are needed to assist women, specifically low-income women, in entering fields like advanced manufacturing, information technology, and building trades.

The ICSW is requesting an appropriation of \$19,000 to match existing agency funds for a \$50,000 pilot project aimed at developing best practices/interventions for successfully training and placing low-income women in skill shortage areas³. Examples of interventions might include short-term certificate programs, mentoring, or cohort programs aimed at quickly preparing women for careers and developing skills to address the isolation that women may feel as they “integrate” a workplace. A single \$50,000 grant would be awarded to an existing provider of integrated workforce/education services, based upon a large regional wage disparity⁴, and the proposed intervention and intended results. Innovative policy making to connect low income women with high-wage, high-demand jobs is a wise investment of state dollars in tough economic times.

Summary of ICSW’s Priorities in the 2008 General Assembly

Following is a summary of the 2008 legislation tracked by the ICSW related to its priorities. Of eleven priorities, the General Assembly and Governor acted upon all or parts of seven of them, or 63% of ICSW’s agenda.

OPPORTUNITIES FOR WOMEN’S ECONOMIC SUCCESS AND SELF-SUFFICIENCY

1. Participation of girls and women in STEM and other non-traditional occupation
 - HF 2679 (see SSB 3294 and HSB 787) PASSED BOTH CHAMBERS. This bill requires that the State Board of Regents direct the universities to report on the proportion of girls and women in STEM, and in high school programs such as Project Lead the Way. Also directs universities to take “every reasonable measure” to improve the proportion of women and girls in STEM

³ This is based upon repurposing the funds that currently support Iowans in Transition for FY10. FY09 funds of \$92,000, subtracting \$75,000 for salary and benefits for a full time policy specialist, leave \$17,000 to reinvest in the pilot project.

⁴ The average full-time employed man earns at least \$10,000 more per year than the average full-time employed woman in 12 of Iowa’s 15 workforce regions; the annual disparity is \$19,500 and above in three of those 12 regions(2008 Gender Wage Equity Study, Iowa Workforce Development).

- HF 2331 FAILED TO PROGRESS PAST FIRST FUNNEL. Provide for a Math and Science Improvement pilot program and appropriation which would have been available for Area Education Agencies to assist teachers with the cooperation/participation of targeted businesses.
2. Support the federal Child Support Protection Act of 2007 which would restore funding cut by the Deficit Reduction Act of 2005
 - SF 2425 PASSED BOTH CHAMBERS Provides budget appropriations for DHS and others, including money to backfill the some of the loss created by DRA of 2005.
 3. Appropriations for Women, Workforce and Money Program and restoring Iowa New Choices funding to prior levels.
 - NO BILL INTRODUCED

WOMEN'S SAFETY AND HEALTH

1. Amend code of Iowa Chapter 724.26 into alignment with federal law prohibiting persons convicted of a domestic violence misdemeanor or subject to a no-contact order from possessing firearms.
 - SF 491 FAILED TO PROGRESS PAST FIRST FUNNEL. Prohibits above people from possessing firearms.
 - HF 2613 DIDN'T PROGRESS. Relating to issuance of weapons permits. ***This bill may include an amendment related to text of SF 491.
2. Strengthen rights of sexual assault victims
 - SF 2335 SIGNED BY GOVERNOR. Relating to rights of victims of an alleged sexual assault and right to notification of rights by Police Officer.
3. Increase funding to ICSW for work on issues of violence against women
 - SF 2400 PASSED BOTH CHAMBERS WITH AMENDMENTS. Amendments adopted do include an additional \$14,000 for ICSW.
4. Increase funding for women's health issues.
 - HF 2145 SIGNED BY GOVERNOR. Requires insurers to cover HPV vaccinations.
 - SF 2177 SIGNED BY GOVERNOR. Provides for health-related activities and regulation by Dept. of Public Health, including treatment and prevention of STD's available to minors.
 - HF 2292 FAILED TO PROGRESS PAST FIRST FUNNEL. Provided for time/space for employees to breast-feed.
 - SF 2377 PASSED SENATE. Allows victims of stalking, domestic violence to qualify for unemployment should they have to leave their jobs for that reason.

GENDER EQUITY AND EQUAL JUSTICE FOR WOMEN

1. Extend gender balance requirements on boards and commissions to political subdivisions of the State of Iowa
 - NO BILL INTRODUCED.

2. Extend deadline for filing civil rights complaints.
 - SF 2292 SIGNED BY THE GOVERNOR. This extends filing deadline from 180 days to 300 days.
3. Establish gender-specific continuum of care for females in the juvenile justice system, starting with restricting ALL placements at Iowa Juvenile homes for females only.
 - SSB 3254 DID NOT PROGRESS PAST FIRST FUNNEL. Would have restricted all Iowa Juvenile Home placements to females.

Achievements and Future Challenges

Public Outreach Strategies

The Iowa Commission on the Status of Women (ICSW) raised the profile of the agency and its issues in 2008 with increased public meetings, a new website, and media coverage. Once a month for nine months of 2008, ICSW held a Lunch and Learn on the Capitol Complex to educate and engage stakeholders on issues pertaining to women and girls, such as sexual assault policies and prevention on college campuses and progress reports on legislation affecting women during the General Assembly.

Using its new logo (developed in late 2007), ICSW developed a new website that is more user-friendly and attractive, and which provides more information about and for women in Iowa—rather than primarily featuring information about the agency itself. New features include a page for girls age 11 and up and a large section called Resources and Tools that connects women to state services and initiatives on everything from choosing quality child care to wage negotiation. It also includes a list of “Iowa’s Hottest Jobs for Women,” which will be updated every six months.

Instead of its customary single annual public hearing, in 2008 ICSW hosted three public hearings in Des Moines, Storm Lake, and Marion in September and October. Members of the public attending meetings discussed the following issues: needs for funding for sexual assault/domestic violence victim services, needs for treatment of co-occurring mental health and substance abuse, needs for female ex-offenders/probationers for workforce training, efforts to professionalize direct care and child care workers, gender-specific youth development programming, needs for flexible GED services for women, and issues related to health insurance and child support. Additionally, ICSW held public media events on the following topics:

- Women and the Skilled Worker Shortage (Sioux City), January 8, 2008
- Equal Pay Day (Des Moines), April 22, 2008
- Women Running for Office (Des Moines), March 4, 2008

Iowa Women’s Hall of Fame

Four remarkable women were recognized for their significant contributions by being inducted into the Iowa Women’s Hall of Fame on Saturday, August 23 at the State Historical Building in Des Moines. The event was held in conjunction with Women’s Equality Day, August 26, which

commemorates the day in 1920 when American women won the right to vote. Hall of Fame member Roxanne Conlin and ICSW Division Administrator Rachel Scott presented awards to Joan Uren Axell, Barbara Moorman Boatwright, and Hauling Nieh Engle. A posthumous award acknowledged Maryilyn A. Russell. Also at the ceremony, the ICSW presented Dr. Kesho Y. Scott with the Cristine Wilson Medal for Equality and Justice. This medal is awarded periodically to an Iowan whose life exemplifies the work of Cristine Wilson, who was the first chair of the ICSW and who spent her life working toward equality and justice. More information is available on the honorees on the ICSW website.



Joan Axell



Barbara Boatwright



Hauling Engle



Marilyn Russell



Kesho Scott

Writing Women Back into History

The Write Women Back Into History Essay Contest, cosponsored by the ICSW, the Iowa Department of Education, and the State Historical Society of Iowa, is administered each year by the ICSW and is open for participation by students in grades 6-9. Guidelines for the essay contest are made available on the ICSW's website and were e-mailed to previously participating teachers. Teachers are asked to encourage their students to write



an original essay about a woman who they believe should be written into history. The purpose of the contest is to celebrate Women's History Month — March — and to increase the awareness of contributions made by Iowa women. The 2008 theme "Women's Art: Women's Vision" celebrates and recognizes the vision of women artists.

2008 Write Women Back Into History Essay Contest Winners

6-7 Grade Category

- 1st Place: Tyler Hupp, Prairie Middle School, Cedar Rapids
- 2nd Place: Meghan Busswitz, College Community Schools/Prairie Middle School, Cedar Rapids
- 3rd Place: Connor Drahos, Prairie Middle School, Cedar Rapids

8-9 Grade Category

- 1st Place: Ryan Watters, Vernon Middle School, Marion
- 2nd Place: Jordan Schill, Urbandale Middle School
- 3rd Place: Kaitlin Moews, Indianola Middle School

Best Essays on Women in Science, Technology, Engineering, and Math for 6-7 Grades

1st Place: Madison Noble, Parkview Middle School, Ankeny

2nd Place: Lauren M. Ceplecha, Parkview Middle School, Ankeny

Best Essay on Women in Science, Technology, Engineering, and Math for 8-9 Grades

1st Place: Rachel Henning, Central-Clinton Community High School, DeWitt

Contractual Agreements

The ICSW has contractual agreements to administer state fund appropriations to public and private nonprofit programs providing services to Iowa New Choices (displaced homemakers, single parents, and female offenders) and to administer state fund appropriations to the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA) for training on issues related to domestic violence and sexual assault. The ICSW also has an intra-agency contract with the Iowa Division of Criminal and Juvenile Justice Planning (CJJP) to provide staff support to the Iowa Gender-Specific Services Task Force funded through the U.S. Department of Justice.

Gender Specific Services Task Force

Iowa's Gender Specific Services Task force involves key stakeholders in Iowa's juvenile justice and human service systems who work for comprehensive system change that promotes innovative female responsive techniques through education and advocacy.

Although Iowa has not traditionally placed emphasis on the provision of female responsive services, since the 1995 formation of the Iowa Gender-Specific Services Task Force, there has been increasing discussion and action toward this end. Across Iowa, service providers and system officials have been educated on female development and the need for more gender-responsive services in programs that serve adolescent females. Encouragingly, there has been change in the way services are provided in various programs.

System changes are also slowly beginning to emerge. However, a comprehensive change across the juvenile justice system has not occurred. Change must occur on a more fundamental level within the system to facilitate utilization of innovative gender-specific approaches in all programs and services.

Funding

Juvenile Justice & Delinquency Prevention (JJDP) Act Challenge Grant funds were originally the primary source of funding for the Gender Specific Services Task Force (GSSTF) effort. With reauthorization of the JJDP Act in the fall of 2002, the Challenge Grant program was eliminated. Federal Fiscal 2003 is the last year that funds were offered for the challenge grant program. Since 2005, the Gender Task Force has operated solely with JJDP Act Formula Grant funds.

Major Activities/Accomplishments

- Staff support for Gender Specific Services Task Force
- Annual Whispers and Screams Conference
- Annual Retreat/Intensive training
- Girls' Summit – Status of Iowa girls in the juvenile justice system
- Training/technical assistance
- Various Reports, Publications and Studies

Whispers & Screams Annual Conference

The Whispers & Screams annual conference for professionals who work with young women involved in or at risk for involvement in the juvenile justice system completed its 12th year in 2008. This conference maintains strong attendance despite increasing cuts to state and local agency training budgets. 190 professionals attended Whispers & Screams in 2008 with 48% completing the conference evaluation:

Overall content and level of information offered

<i>Excellent</i>	56.4%	<i>Good</i>	39.7%	<i>Fair</i>	3.8%	<i>Poor</i>
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Overall organization

<i>Excellent</i>	70.3%	<i>Good</i>	29.7%	<i>Fair</i>		<i>Poor</i>
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Courageous Advocacy award winners are announced during the Whispers & Screams conference. In 2008, two winners arose out of a possible four categories: Sue Nelson, Community Relations Liaison for Youth Services International in Estherville, was awarded in the Administrator category. Tiffany Wilson, (pictured at left) was the Young Woman award winner. Winners exemplify the ability to inspire, challenge, model and encourage young women and those who advocate on their behalf and enable others to do the same.

2nd Girls Summit for Policymakers

Over 80 participants gathered in October for the 2nd annual Girls Summit: Status of Females in the Juvenile Justice System. A national perspective was provided by Dr. Meda Chesney-Lind. She indicated that our response to crime/violence among young women has changed more significantly than the behaviors of young women themselves. Although this is a national trend, in Iowa we outpace the nation in girls in custody (21% vs. 15% of all juveniles in custody). In addition, Chesney-Lind discussed the disproportionate treatment of girls of color within our juvenile justice system nationally, particularly African American girls, which is also true in Iowa. Other speakers delivered updates of state and institutional data for Iowa initially presented at the inaugural Girls' Summit, a majority of which addressed the areas discussed by Chesney-Lind. Finally, the Iowa Gender Specific Services Task Force reported on specific policy areas where progress has been or still needs to be made.

Iowa New Choices/Iowans in Transition

During fiscal year 2008, the ICSW administered \$92,000 in state fund appropriations as grants to five public and private nonprofit programs. This grant program, known as Iowa New Choices and/or Iowans in Transition, provides educational and career development services and assistance to displaced homemakers, single custodial parents (both men and women), and female offenders. Displaced homemakers are individuals who have worked principally in the home providing unpaid household services for family members. All of the populations targeted by this program include individuals who are either unemployed or underemployed; have multiple barriers toward employment; and/or who may have been dependent on the income of another family member or government assistance and no longer have enough of that financial support to survive. The goal for participants in the Iowa New Choices program is to become financially self-sufficient. This grant program is being administered at the same \$92,000 funding level for fiscal year 2009. The following agencies are the grantee service providers for both fiscal year 2008 and 2009: Women Aware, Inc.

(Sioux City); Des Moines Area Community College (Boone Campus, Carroll Campus, and Des Moines Urban Campus); Northeast Iowa Community College (Calmar/Peosta); and Iowa Lakes Community College (Estherville). In Fiscal Year 2008, 1,447 participants were served, of which 1,384 were women and 63 were men.

- Displaced homemakers 557
- Single parents 720
- Female offenders 170

The Commission has voted to discontinue the program as of June 30, 2009. See page two for further details.

Training Funds to Reduce Violence Against Women

The ICSW addresses the priority area of violence against women through a cooperative relationship with the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (ICASA). Together, they work to strengthen efforts to prevent sexual assault and domestic violence, and to support programs that provide services to victims. For fiscal year 2008, the ICSW administered state fund appropriation grants of \$13,000 for each agency. The funding received by ICASA assists the agency in providing training to the public and to community professionals on issues of sexual assault. The funding provided to ICADV helps the agency to provide training to the general public, criminal justice system personnel, and community professionals on the issues of domestic violence.

Iowa Coalition Against Sexual Assault

- Technical assistance contacts (phone/email) 4,332
- Presentations done by staff 85 (52 professional, 33 general public)
- Number trained during presentations 1800 (1,157 professionals, 643 general public)

Iowa Coalition Against Domestic Violence

- Technical assistance calls 4,598 (194 general public, 740 criminal justice personnel, 3,664 community professionals)
- Presentations done by staff 347 (47 general public, 32 criminal justice personnel, 268 community professionals)
- Number trained during presentations 8,420 (1,351 general public, 655 criminal justice personnel, 6,414 community professionals)

Collaboration and Recognition

The ICSW has long enjoyed a fine reputation amongst women's advocates and strong collaboration with many public and private entities to improve the lives of women, but the adoption of the new strategic plan necessitated a slightly different approach beginning in 2008. During planning, Commissioners voiced a desire for the ICSW to serve as "a catalyst" to ensure women and girls are better served by state government far beyond the limited resources ICSW can provide. In other words, ICSW is looking at ways it can influence other state agencies to better serve women—rather than needing to develop its own programs that may run parallel to other state agency programming.

Following are examples of collaboration with other organizations within ICSW's strategic goals:

Wage Equity

In March 2008, Lt. Governor Patty Judge officially released the results of the 2008 Gender Wage Equity Study performed by Iowa Workforce Development under contract with ICSW. The study found significant wage disparities between men and women that cut across geographic region, industry, and levels of education. The Study formed a bedrock for other research and public education efforts, including the creation of an ICSW data brief titled, "The Wage Gap for Iowa Women in their 20s and 30s" and public training on the subjects of wage negotiation and how employers can reduce the wage gap. The full study and other information about wage equity can be found on ICSW's website.

ICSW's work on wage equity also brought about partnerships with the Iowa Policy Project, who released "Women, Work and the Iowa Economy" in September 2008, and the Child and Family Policy Center, who received funds from the Northwest Area Foundation to develop a research paper on Iowa Women and Poverty (not yet released).

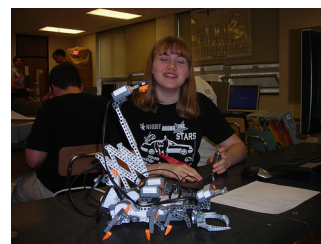
Girls and Women in STEM (Science, Technology, Engineering and Math)



ICSW played a large part in raising awareness about the poor representation of girls and women in STEM (Science, Technology, Engineering and Math) fields of study and careers. ICSW's 2008 Policy Agenda included setting goals for raising female participation. The General Assembly passed legislation requiring the Regents to conduct a study on current female and minority enrollments. The final study, due to the General Assembly in the 2009 session, found significant enrollment disparities for women in STEM fields except for biosciences, and significant enrollment disparities for all minorities in all fields.

In April 2008, ICSW Administrator Scott attended a meeting of the National Alliance for Partnerships in Equity (NAPE) regarding its STEM Equity Pipeline project. Five states had been awarded technical assistance grants in 2007, funded by the National Science Foundation and aimed at improving existing structures for teacher training (new and ongoing) to institutionalize gender-responsive STEM teaching methods across the states. Scott, as well as key personnel from Iowa Department of Education, ISU, and University of Iowa, made up an initial leadership team and applied to join the project. In summer of 2008, it was announced that Iowa and Minnesota were the two states added in the second cohort (the first year awards were based upon a competitive process). Early planning efforts are underway.

ICSW also committed \$3,000 in grants in 2008 to support increasing participation of girls in summer STEM enrichment programs. ICSW developed an RFP and Programs receiving funding were the Science Center of Iowa, Des Moines: \$900; RoboCamp at University of Iowa, Iowa City: \$860; Northeast Iowa Community College Kids on Campus, Peosta: \$860; Girl Scout Camp Little Cloud STEM Program, Epworth: \$200; and Girls, Inc. Operation SMART, Sioux City: \$180. (Pictures above are of participants at RoboCamp).



Iowa Women and Money Conference

The State Treasurer's Office, in coordination with the Iowa Commission on the Status of Women, hosted the 2nd annual Iowa Women and Money Conference on Saturday, October 18, 2008 at the Hy-Vee Events Center in Des Moines. This free event focused on money management for women of all economic backgrounds, ages, and levels of financial knowledge. Session topics included how to ask for a raise; home ownership; being a good financial role model for your children; college savings; your credit; investment know-how, retirement planning, and more.



Iowa Military Women

On November 22, the Iowa Commission on the Status of Women and several other sponsoring organizations held a resource fair for Iowa's Military Women. Keynote speaker, Elizabeth Wall Strohfus, a World War II aviator who recently turned 89, told of her adventures flying planes. Honorary chairpersons were Representatives Jodi Tymeson and Helen Miller. The North High School ROTC presented the colors and the Hoover High Jazz, both of Des Moines ensemble performed. A variety of exhibitors provided information to women veterans.



Women in Northern Nigeria Exchange Program

ICSW participated in the Women in Northern Nigeria (WiN) program through Ames-based Iowa Resource for International Understanding (IRIS), and funded by the U.S. Department of State. Northern Nigeria is predominantly Muslim, and women there are vastly underrepresented in education and in public office. ICSW's involvement began with formally hosting a Deputy Attorney General from Plateau State, Nigeria as an intern for two weeks in March 2008 to help her learn about various aspects of women's leadership in Iowa and also included informally hosting two small delegations for a variety of events in March and October. In November, ICSW administrator Rachel Scott traveled for two weeks to northern Nigeria with two Iowa legislators and IRIS staff to visit with women leaders and women running for office. The Iowa group met with Governors, Deputy Governors, Commissioners of Women's Affairs, women's organizations, political parties, and members of the media, discussing issues such as campaign training for women, election reform, domestic violence, and human trafficking.

Modernization of Agency Functions

Undoubtedly, any organization with limited resources and long-serving staff would need to update some of its processes. A new strategic plan made this an even greater necessity for the ICSW.

Performance Measures

First, the ICSW had previously tracked its performance primarily through quantitative output measures that did not necessarily reflect its primary activities, were not necessarily useful measures (for instance, number of phone calls received), or cannot be affected by

Commission efforts—no matter how good (such as number of domestic violence incidents reported in Iowa). These performance-tracking challenges were due in part to the difficulty of measuring annual progress for an agency which has advocacy as its core function. Clearly, effective advocates change the behavior of policymakers—a difficult outcome to track over a number of years, let alone over a single year.

In 2008, ICSW staff began compiling administrative reports in a more streamlined way and diverted staff time away from tracking measures like number of phone calls received. With the adoption of the 2008-2011 Strategic Plan, ICSW developed a new Agency Performance Plan that reflected measures that more accurately capture successes and areas for improvement for ICSW (for instance, that 75% of ICSW Policy Priorities are drafted into legislation and supported by a legislator annually).

Modernizing the Agency's Code Language

Next, ICSW worked in coordination with other Divisions on draft Code changes to Iowa Code 216A, Subchapter 4, which would update the roles of the Commissions under the umbrella of the Department of Human Rights (DHR) and provide some basic uniformity amongst them. For ICSW, Code changes were necessary to add girls to the scope of the agency's work, to shift the agency's historic function to more active leadership, and to couch the role of the Commission as maximizing opportunities for and the value of women and girls to the State of Iowa. First, "and girls" is added to most statutory language that refers to women. A portion of the Code language is just plain outdated, like that discussing an objective of the Commission to work on "...programs to help women as wives, mothers, and workers." Some administrative changes are also suggested for the sake of departmental uniformity, such as changing the number of meetings from "at least six times per year" to "at least quarterly" and changing the due date of the annual report from February 1 to November 1 of each year.

All Commissions within DHR also are suggesting Code changes that better delineate the roles of the Commissions from the roles of the Divisions as the language can be ambiguous across the various Subchapters. For instance, the Code for some Commissions, including ICSW, appears to give the citizen Commissions the ability to contract with state funds or responsibility for personnel matters within the Divisions—both roles are inappropriate for persons who are not even employees of the State of Iowa. That said, in order to protect the autonomy and independence of the citizen Commissions, ICSW strongly suggests that the following existing language be retained: "The administrator shall carry out programs and policies as determined by the commission." This autonomy is crucial to protect the voice of advocacy for women and girls, even if future administrations might prefer that voice be stifled.

Specifically, the draft Code changes suggested by ICSW change the role of the Commission from one that foremost "shall...*serve as a clearinghouse*⁵ on programs and agencies operating to assist women...[and] *cooperate with* public and private agencies to *study and resolve problems relating to the status of women*" to an agency that shall:

⁵ Existing Iowa Code 216A, Subchapter 4. Italics are ICSW's, used for emphasis.

1. Serve as the central permanent agency to advocate for women and girls.
2. Increase ability of governmental agencies to effectively respond to women and girls for better outcomes in the state's interests, and assist public and private agencies in joint efforts to improve the wellbeing and success of women and girls.⁶

The differences between existing Code and suggested Code changes in the previous section underscore another need for change: existing Code couches women primarily as having problems to solve. Suggested Code changes use strength-based language, such as “The Commission shall... study *the changing opportunities for and needs of* the women and girls of this state.”⁷ Clearly, as more than half of the State's population, Iowa will be better served if ICSW can proactively advocate for better opportunities for women and girls to be successful rather than passively wait for other agencies to identify and react to problems.

Updating Electronic Information and Communications

Lastly, ICSW made important investments into its decades-old database and has increased its reliance on electronic communication of information. A contract to use departmental expertise at Criminal Juvenile Justice Planning yielded a new database. The old database had been used for a number of purposes, but primarily the 8,000+ mailing addresses were used to send paper copies of the *lowoman*, the ICSW's bimonthly newsletter. The considerable printing and postage expense has been borne by the Friends of the Iowa Commission on the Status of Women, a 501(c)3 organization that raises funds to assist the ICSW in fulfilling its mission. The enhanced database allows ICSW to send its new newsletter *Forward* only to those for whom we have email addresses, and to the handful of people who have asked to continue receiving the paper copy. The enhanced database allows more frequent communication with constituents through a Listserv, and the cost savings for Friends will allow them to support the work of the ICSW in more active ways. ICSW has also developed a smaller electronic distribution list for those interested in Girls, Women and STEM.

⁶ Draft changes to 216A, Subchapter 4, which will be submitted for action to the 2009 General Assembly. Draft Code changes have not been finalized by DHR and the Office of the Governor. Working language may be requested from ICSW staff at 515-281-4461 or women@iowa.gov.

⁷ Draft changes to 216A, Subchapter 4. Italics are ICSW's, used for emphasis.

Appendices

Commissioners and Staff of the Iowa Commission on the Status of Women

Citizens serving on the ICSW as of 4/30/2008:

Dr. Jill Olsen, Chair | Mt. Vernon
Marc Ward, Vice- Chair | Des Moines (appointed 2008)
Tom Carnahan, Treasurer | Davenport
Nina Amjed | Clive (appointed 2008)
Sheriff Chad Leonard | Dallas Center (appointed 2008)
Sue Mullins | Corwith
Phyllis Peters | Ames (appointed 2008)
Judy Stafford | Sioux City (appointed 2008)
Matt Wissing | Davenport

Citizens who completed their service to the ICSW as of 4/30/2008:

Holly Mennen Sagar, Chair | Des Moines
Kim Painter, Vice Chair | Iowa City
Carla Espinoza | Ames
Francis Giunta | Dubuque
Mike Whitlatch | Storm Lake

Ex officio members serving on the ICSW for 2008:

Senator Staci Appel
Representative Linda Miller
Senator Pat Ward
Representative Cindy Winckler
Walter Reed, Jr., Department Director, Human Rights

Staff members of ICSW:

Rachel Scott, Division Administrator
Lori SchraderBachar, Special Events and Publications Coordinator
Joanne Parker, Administrative Support
Kathy Nesteby, Juvenile Justice Specialist

Agency Budget for FY08 and FY09

The Iowa Commission on the Status of Women received a FY08 appropriation of \$353,303. However, only \$235,303 is the agency's operating budget. In FY08, \$118,000 was disseminated to grantees for the Iowans in Transition program, the Iowa Coalition Against Domestic Violence (ICADV), and the Iowa Coalition Against Sexual Assault (Iowa CASA).

ICSW BUDGET CATEGORY	FY 2008 BUDGET	FY 2008 ACTUAL EXPENDITURES	FY 2009 BUDGET
Personnel Services	\$ 169,100.00	\$ 168,491.52	\$ 204,931.00
I/S Travel	\$ 7,237.00	\$ 6,837.27	\$ 7,200.00
O/S Travel	\$ 2,608.00	\$ 2,621.87	\$ -
Office Supplies	\$ 5,000.00	\$ 4,985.35	\$ 4,000.00
Equip. Maint.	\$ -	\$ -	\$ -
Other Supply	\$ 310.00	\$ 308.25	\$ -
Printing	\$ 4,175.00	\$ 4,184.06	\$ 4,400.00
Postage	\$ 1,171.00	\$ 1,170.65	\$ 2,500.00
Communications	\$ 4,250.00	\$ 4,146.89	\$ 4,750.00
Rentals	\$ -	\$ -	\$ -
Professional Services	\$ 6,900.00	\$ 6,892.39	\$ -
Outside Services (Iowans in Transition, ICASA and ICADV grants)	\$ 121,740.00	\$ 121,735.64	\$ 132,510.00
Advertising/Promotion	\$ 13,510.00	\$ 13,509.74	\$ 3,150.00
Reimburse IDOP	\$ 1,116.00	\$ 1,115.92	\$ 670.00
ITS Reimbursement	\$ 1,600.00	\$ 1,602.36	\$ 1,800.00
Equipment N/I	\$ 2,414.00	\$ 2,414.00	\$ 582.00
IT Equipment & Software	\$ 5,800.00	\$ 5,787.90	\$ 710.00
Other Exp & Obligations	\$ 4,272.00	\$ 5,399.19	\$ -
Fees	\$ 2,000.00	\$ 2,000.00	\$ -
TOTAL	\$ 353,303.00	\$ 353,303.00	\$ 367,203.00

Iowa Code Pertaining to the Iowa Commission on the Status of Women

Iowa Code 216A, Subchapter 1 reads:

216A.1 DEPARTMENT OF HUMAN RIGHTS.

A department of human rights is created, with the following divisions:

1. Division of Latino affairs.
2. Division on the status of women.
3. Division of persons with disabilities.
4. Division of community action agencies.
5. Division of deaf services.
6. Division of criminal and juvenile justice planning.
7. Division on the status of African-Americans.
8. Division on the status of Iowans of Asian and Pacific Islander heritage.

Section History: Recent Form

86 Acts, ch 1245, § 1201

C87, § 601K.1

87 Acts, ch 115, §70; 88 Acts, ch 1277, §27; 89 Acts, ch 83, §78;

90 Acts, ch 1180, § 2; 91 Acts, ch 50, § 2; 91 Acts, ch 109, § 8

C93, § 216A.1

2004 Acts, ch 1020, §2

Referred to in § 7E.5

216A.2 APPOINTMENT OF DEPARTMENT DIRECTOR AND ADMINISTRATORS.

The governor shall appoint a director of the department of human rights, subject to confirmation by the senate. The department director shall serve at the pleasure of the governor. The department director shall:

1. Establish general operating policies for the department to provide general uniformity among the divisions while providing for necessary flexibility.
2. Receive budgets submitted by each commission and reconcile the budgets among the divisions. The department director shall submit a budget for the department, subject to the budget requirements pursuant to chapter 8.
3. Coordinate and supervise personnel services and shared administrative support services to assure maximum support and assistance to the divisions.
4. Identify and, with the chief administrative officers of each division, facilitate the opportunities for consolidation and efficiencies within the department.
5. In cooperation with the commissions, make recommendations to the governor regarding the appointment of the administrator of each division.
6. Serve as an ex officio member of all commissions or councils within the department.
7. Serve as chairperson of the human rights administrative-coordinating council.
8. Evaluate each administrator, after receiving recommendations from the appropriate commissions or councils, and submit a written report of the completed evaluations to the governor and the appropriate commissions or councils, annually.

The governor shall appoint the administrators of each of the divisions subject to confirmation by the senate. Each administrator shall serve at the pleasure of the governor and is exempt from the merit system provisions of chapter 8A, subchapter IV. The governor shall set the salary of the division administrators within the ranges set by the general assembly.

Section History: Recent Form

86 Acts, ch 1245, § 1202

C87, § 601K.2

88 Acts, ch 1158, §95; 90 Acts, ch 1180, § 3

C93, § 216A.2

95 Acts, ch 212, §9; 99 Acts, ch 201, §10, 11; 2003 Acts, ch 145, §205

Referred to in § 216A.15, 216A.56, 216A.77, 216A.114, 216A.134,

216A.158

Confirmation, see § 2.32

216A.3 HUMAN RIGHTS ADMINISTRATIVE-COORDINATING COUNCIL.

1. A human rights administrative- coordinating council composed of nine members is created within the department of human rights. The council is composed of the director, who shall act as the chairperson of the council, and the administrators within the department.
2. The council shall meet periodically to:
 - a. Identify areas where the divisions within the department might coordinate efforts or share administrative or other support functions to provide greater efficiencies in operation including, but not limited to, accounting, clerical, recordkeeping, and administrative support functions.
 - b. Develop cooperative arrangements and shared services among the divisions to achieve greater efficiencies, and may establish contracts and agreements between or among the divisions to provide for shared services.
 - c. Transfer funds within the divisions agreeing to shared services for the implementation of the contracts or agreements between divisions.
 - d. Make recommendations to the governor and general assembly regarding additional consolidation and coordination that would require legislative action.
 - e. Advise the department director regarding actions by and for the department.
 - f. Establish goals and objectives for the department.

Section History: Recent Form

86 Acts, ch 1245, § 1203

C87, § 601K.3

88 Acts, ch 1277, §28; 90 Acts, ch 1180, § 4

C93, § 216A.3

216A.4 DEFINITIONS.

For purposes of this chapter, unless the context otherwise requires:

1. "Department" means the department of human rights.
2. "Department director" means the director of the department of human rights.

Section History: Recent Form

86 Acts, ch 1245, § 1204

C87, § 601K.4

90 Acts, ch 1180, § 5

C93, § 216A.4

216A.5 REPEAL. Repealed by 97 Acts, ch 52, § 1.

216A.6 CONFIDENTIALITY OF INDIVIDUAL CLIENT ADVOCACY RECORDS.

1. For purposes of this section, unless the context otherwise requires:
 - a. "Advocacy services" means services in which a department staff member writes or speaks in support of a client or a client's cause or refers a person to another service to help alleviate or solve a problem.
 - b. "Individual client advocacy records" means those files or records which pertain to problems divulged by a client to the department or any related papers or records which are released to the department about a client for the purpose of assisting the client.
2. Information pertaining to clients receiving advocacy services shall be held confidential, including but not limited to the following:
 - a. Names and addresses of clients receiving advocacy services.
 - b. Information about a client reported on the initial advocacy intake form and all documents, information, or other material relating to the advocacy issues or to the client which could identify the client, or divulge information about the client.
 - c. Information concerning the social or economic conditions or circumstances of particular clients who are receiving or have received advocacy services.
 - d. Department or division evaluations of information about a person seeking or receiving advocacy services.
 - e. Medical or psychiatric data, including diagnoses and past histories of disease or disability, concerning a person seeking or receiving advocacy services.
 - f. Legal data, including records which represent or constitute the work product of an attorney, which are related to a person seeking or receiving advocacy services.

3. Information described in subsection 2 shall not be disclosed or used by any person or agency except for purposes of administration of advocacy services, and shall not be disclosed to or used by a person or agency outside the department except upon consent of the client as evidenced by a signed release.
4. This section does not restrict the disclosure or use of information regarding the cost, purpose, number of clients served or assisted, and results of an advocacy program administered by the department, and other general and statistical information, so long as the information does not identify particular clients or persons provided with advocacy services.

Section History: Recent Form

88 Acts, ch 1106, §1

C89, § 601K.6

C93, § 216A.6

216A.7 THROUGH 216A.10 Reserved.

Iowa Code 216A, Subchapter 4 reads

216A.51 DEFINITIONS.

For purposes of this subchapter, unless the context otherwise requires:

1. “Administrator” means the administrator of the division on the status of women of the department of human rights.
2. “Commission” means the commission on the status of women.
3. “Division” means the division on the status of women of the department of human rights.

Section History: Recent Form

86 Acts, ch 1245, § 1221

C87, § 601K.51

87 Acts, ch 115, § 2

C93, § 216A.51

216A.52 COMMISSION CREATED.

The commission on the status of women is created, composed of thirteen members as follows:

1. Four members of the general assembly serving as ex officio nonvoting members, one to be appointed by the speaker of the house from the membership of the house, one to be appointed by the minority leader of the house from the membership of the house, one to be appointed by the president of the senate, after consultation with the majority leader of the senate, from the membership of the senate, and one to be appointed by the minority leader of the senate, after consultation with the president of the senate, from the membership of the senate.
2. Nine members to be appointed by the governor representing a cross section of the citizens of the state, subject to confirmation by the senate. No more than a simple majority of the commission shall be of the same political party. The members of the commission shall elect one of its members to serve as chairperson of the commission.

Section History: Recent Form

86 Acts, ch 1245, § 1222

C87, § 601K.52

88 Acts, ch 1150, §2; 90 Acts, ch 1223, § 30

C93, § 216A.52

Confirmation, see § 2.32

216A.53 TERM OF OFFICE.

Four of the members appointed to the initial commission shall be designated by the governor to serve two- year terms, and five shall be designated by the governor to serve four-year terms. The legislative members of the commission shall be appointed to four-year terms of office, two of which shall expire every two years unless sooner terminated by a commission member ceasing to be a member of the general assembly. Succeeding appointments shall be for a term of four years. Vacancies in the membership shall be filled for the unexpired term in the same manner as the original appointment.

Section History: Recent Form

86 Acts, ch 1245, § 1223

C87, § 601K.53

88 Acts, ch 1150, § 3

C93, § 216A.53

216A.54 MEETINGS OF THE COMMISSION.

The commission shall meet at least six times each year, and shall hold special meetings on the call of the chairperson. The commission shall adopt rules pursuant to chapter 17A as it deems necessary for the commission and division. The members of the commission shall receive a per diem as specified in section 7E.6 and be reimbursed for actual expenses while engaged in their official duties. Legislative members of the commission shall receive payment pursuant to sections

2.10 and 2.12.

Section History: Recent Form

86 Acts, ch 1245, § 1224

C87, § 601K.54

88 Acts, ch 1150, §4; 90 Acts, ch 1256, § 52

C93, § 216A.54

216A.55 OBJECTIVES OF COMMISSION.

The commission shall study the changing needs and problems of the women of this state, and develop and recommend new programs and constructive action to the governor and the general assembly, including but not limited to, the following areas:

1. Public and private employment policies and practices.
2. Iowa labor laws.
3. Legal treatment relating to political and civil rights.
4. The family and the employed woman.
5. Expanded programs to help women as wives, mothers, and workers.
6. Women as citizen volunteers.
7. Education.

Section History: Recent Form

86 Acts, ch 1245, § 1225

C87, § 601K.55

C93, § 216A.55

Referred to in § 216A.58

216A.56 EMPLOYEES AND RESPONSIBILITY.

The commission shall employ other necessary employees. Pursuant to section 216A.2, the commission shall have responsibility for budgetary and personnel decisions for the commission and division. The administrator shall carry out programs and policies as determined by the commission.

Section History: Recent Form

86 Acts, ch 1245, § 1226

C87, § 601K.56

C93, § 216A.56

216A.57 DUTIES.

The commission shall:

1. Serve as a clearinghouse on programs and agencies operating to assist women.
2. Conduct conferences.
3. Cooperate with governmental agencies to assist them in equalizing opportunities between men and women in employment and in expanding women's rights and opportunities.
4. Serve as the central permanent agency for the development of services for women.
5. Cooperate with public and private agencies in joint efforts to study and resolve problems relating to the status of women.
6. Publish and disseminate information relating to women and develop other educational programs.
7. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of women's status.

Section History: Recent Form

86 Acts, ch 1245, § 1227

C87, § 601K.57

C93, § 216A.57

Referred to in § 216A.58

216A.58 ADDITIONAL AUTHORITY.

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.57 and this section.
2. Hold hearings.
3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed in section 216A.55.
4. Seek advice and counsel of informed individuals, or any agricultural, industrial, professional, labor or trade association, or civic group in the accomplishment of the objectives of the commission.
5. Accept grants of money or property from the federal government or any other source, and may upon its own order use this money, property, or other resources to accomplish the objectives of the commission.

Section History: Recent Form

86 Acts, ch 1245, § 1228

C87, § 601K.58

C93, § 216A.58

216A.59 ACCESS TO INFORMATION.

The commission shall have access to all nonconfidential records, data, information, and statistics of all departments, boards, commissions, agencies, and institutions of this state, and upon terms which may be mutually agreed upon, have studies and research conducted.

Section History: Recent Form

86 Acts, ch 1245, § 1229

C87, § 601K.59

C93, § 216A.59

216A.60 ANNUAL REPORT.

Not later than February 1 of each year the commission shall file a report with the governor and the general assembly of its proceedings for the previous calendar year, and may submit with the report such recommendations pertaining to its affairs as it deems desirable, including recommendations for legislative consideration and other action it deems necessary.

Section History: Recent Form

86 Acts, ch 1245, § 1230

C87, § 601K.60

C93, § 216A.60

216A.61 THROUGH 216A.70 Reserved.

Members of the Iowa Commission on the Status of Women

Dr. Jill Olsen, Chair | Mt. Vernon
Marc Ward, Vice-Chair | Des Moines
Tom Carnahan, Treasurer | Davenport
Nina Amjed | Clive
Sheriff Chad Leonard | Dallas Center
Sue Mullins | Corwith
Phyllis Peters | Ames
Judy Stafford | Sioux City
Matt Wissing | Davenport

Ex Officio Members

Senator Staci Appel
Representative Linda Miller
Senator Pat Ward
Representative Cindy Winckler
Walter Reed, Jr., Department Director, Human Rights

For more information, please contact:

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Or visit us on the web at www.women.iowa.gov.



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